

Please note: These minutes were not brought before the Staff Council for official approval.

UT Staff Council

General Meeting

May 19, 2016

POB 2.302 (Avaya)

2:00 PM

Present:

| | |
|-----------------------|-------|
| Ana Aguilar | 360.2 |
| David Barrett | 190.1 |
| Tracy Brzozowski | 999.3 |
| Joseph Bussey | 462 |
| Chelsea Cowley | 122 |
| Stephanie Crouch | 382 |
| Larayne Dallas | 130.2 |
| Jaime K Davis | 111 |
| Jason Eitelbach | 999.2 |
| Jeannie L Farahnak | 540.2 |
| Philip Gavenda | 652 |
| Lee Ann Gibson | 550 |
| Christian S Glakas | 262 |
| Teresita Gonzalez | 300.2 |
| Robert Hernandez | 511 |
| Bryan Hill | 550.2 |
| Elizabeth R Krieg | 160.1 |
| Lynne Levinson | 522 |
| Karen Little | 220 |
| Jeffrey David Meserve | 391 |
| Michelle M Monk | 171 |
| Wendy C Nesmith | 130.1 |

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| Ashleigh A O'Connor | 160.2 |
| Stephanie Perrone | 470.1 |

Absent:

| | |
|-------------------------|-------|
| Kamela Syed | 182 |
| Stacey Leigh Bennett | 660.3 |
| Steven Blackwell | 231 |
| Estrillita Carlos | 712 |
| Marcy K Drapes | 451 |
| John Duttinger | 470 |
| Rebecca Fitch | 360.1 |
| Elizabeth Cobbe Goeller | 701 |
| Larrimie J Gordon | 560.1 |
| Amy Harding | 311 |
| Daedelus J Hoffman | 130 |
| Gary Kosmas | 660 |
| Shannon C Mann | 411 |
| Vicki A Miller | 491 |
| Rita C Moreno | 190.2 |
| Mary Pettengill | 210 |
| Melissa Lynn Pollard | 282 |
| Adriel Salazar | 322 |
| Shukree Shabazz | 681 |
| Jeffrey Shaver | 342 |
| Susan Stockton | 610 |
| Rebekah A Sylvia | 142 |
| Terence M Thomas | 242 |
| Matthew D Tokoly | 442 |

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| Marcus D Tubbs | 560.2 |
| Marie Warden | 601 |
| Kamela Syed | 182 |

May Meeting:

The meeting was called to order by Stuart Tandler, UTSC Chair at 2:01 PM

Guests:

Gregory L Fenves, UT Austin President

Chair's Report

Overall theme of Staff Council is to provide citizenship and leadership on campus. The goal is to be collaborative partners, empower staff to enhance quality of life and work environment, increase value of staff in eyes of campus stakeholders, and support initiatives in best interest of staff.

Staff Council has been asked to address recurring issues such as: affordability, retention, development, and campus sustainability. We collected feedback from staff across campus about what issues they want us to work on. Between salaries, parking, and cost of living, that makes up approximately 40% of the issues we hear about.

Staff Council started on "the shop floor", and we were perceived as unreliable and unpredictable. But over the years, Staff Council contributes to the conversation, tries to lead by example, and searches for solutions. Our goal is to change the culture "one person at a time" so we are dedicated to continual improvement, integrity, and who are committed to the university.

Recording Secretary's Report

No meeting minutes were approved for this meeting

Professional Development Committee- Chelsea Cowley

Professional Development is a recurring topic we hear from staff. Overarching questions we received are "what are the training opportunities" and "how do we access them"?

Two projects created/completed previously:

- CareerSmart Grant Program: Created because one barrier to training was funding. This program has an application process and was launched in March.
- Lynda.com: Launched in summer 2014 and almost 12,000 active users. 3,788 new users this year. 283,248 videos viewed (294% increase over last year). 2,739 certificates of completion issued. Employees average 1,150 hours of viewing a month.

Three projects created/completed this year:

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- Professional Development Fair: Brought together 17 programs and organizations who provide professional development to campus. 268 attendees. Would like to continue offering and partnering with Organization Effectiveness (a group within HR).
- Online resource: Catalog of training and development opportunities. Available at staffcouncil.utexas.edu/professionaldevelopment
- Resume writing workshops: Partnered with Career Services and the Vick Center for Strategic Advising and Career Counseling. 211 attendees over two sessions and one more session to go.

Request that we continue building relationships across campus to professional development opportunities and that President Fenves continues to support efforts as well.

Comments from President Fenves: “I want opportunities for our staff to advance.” It’s important for the individual and it’s important for the university. The market has become much more competitive and professional development has become much more important. A risk of professional development is that staff will leave, but we want well-trained staff too.

Lynda.com is a creative solution and the numbers were outstanding. One area where we can improve is creating career paths.

Workplace Culture Committee- Christian Glakas

Project is affordable shower access on campus, specifically for active commuters and people who exercise on campus. Over 900 people responded to a survey sent out. Of those, 232 said they were actively commuting to campus. Only 52 of those are able to access showers on campus. The majority of respondents were not members of RecSports.

The takeaway from the survey is that if they had free/affordable shower access and if the showers were not too far away from their office, then they would actively commute more often.

Barriers to staff using showers on campus: Cost of RecSports membership and distance of the shower facilities from the campus. Of the places that have showers, many are not appropriate locations. Bellmont Hall has the most promise based on the way it is set up.

Other options researched included: mobile shower units and building showers into new construction. Both of these are cost prohibitive for Staff Council. However, Office of Sustainability and PTS are interested in this topic as well. In addition, survey respondents said showers were important, but access to lockers were equally important.

Proposal: Launching a pilot program at Bellmot Hall with UTSC funding some of these lockers and PTS funding others. Then do a “program impact study” to see if participants’ behaviors change. Would like to collaborate on the Sustainability Master Plan.

Potential benefits include: improved wellness, reduced traffic congestion, and increased productivity.

Comments from President Fenves: Transportation is an issue we’ve been dealing with for a while and it will get worse as the population increases. Everyone in and around Austin who commutes to UT realizes the price we pay for living in this area. If approximately 200 people decide to not get parking permits could save the university about \$8 million in costs not spent on creating new parking spaces. We cannot

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provide parking for everyone who comes to campus and “even if we could, it’s not the environmentally responsible thing to do.” If there are less costly alternatives, like building showers, we should look at them. One option could be to require a shower facility in every new building on campus, while still keeping in mind safety and security. We will need to find creative solutions.

Campus Environment Committee- Gordon Larrimie, Chair

No updates

Communication Committee- Dustin Slater

No updates

Membership and Elections- Ricardo Vela

Christian Glakas presented awards to our outgoing officers: Stuart Tandler, Jeanne Farahnak, Stephanie Perrone, and Bryan Hill.

Nominations for Chair and Vice Chair were done previously and Christian Glakas and Jason Eitelbach were elected. Nominations for Parliamentarian and Recording Secretary were accepted. Bryan Hill ran unopposed for Parliamentarian. Ricardo Vela and Elizabeth Krieg were nominated for Recording Secretary. Elections for Recording Secretary will occur in June.

Additional comments from President Fenves

Commended UTSC on the work we’ve done on finding solutions to the problems we’ve discovered.

ASMP will be rolling out a mission-critical change for financial and payroll in about a year. This will bring changes in technology and business processes. It will affect every area of the university. Longer-term plans include changing our student information system (SIS) as well. At this time, there are no vendors who have SIS products that have been used at a university of this size. We will also need to tighten up some of our academic processes.

UT has put forward a draft of an HOP for implementing Campus Concealed Carry law to the Board of Regents. They have not voted to approve our policy yet. A task force created recommendations and Fenves accepted them. The three guiding principles are: Follow the law; Continue to make this campus as safe as possible; Roll out the law in a deliberate way. UT must follow the law, even if we don’t agree with it. Dr. Bob Harkins is leading the implementation.

One of the critical issues the university is facing is related to space allocation on campus. It costs the campus approximately \$600-800 to build each square foot of space. We are in the process of doing a study, starting with administrative space allocation.

Unfinished Business

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St. Davids will still accept Blue Cross Blue Shield

New Business

The June meeting will be in MAI 212.

The meeting adjourned at 3:03 PM

Scribed by Jaime Davis from the webcast

Unofficial